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INDUSTRIES SHORT OF MANPOWER

MANPOWER RECRUITING BELOW EXPECTATIONS -- Borba, No 94, 20 Apr 49

The recruiting program for heavy industry has not furnished the expected num. ber of new laborers. At the Jesenice ironworks for example, only six youths have been hired of the 300 expected, and the "Pobjeda" Factory in the Vojvodina has received only one tenth of the workers it needs because of insufficient effort by local manpower authorities and youth organizations.

In the Jesenice ironworks, however, labor turnover is 60 percent less than last year because of improved supply, the founding of day nurseries, and other improvements in living and working conditions. Such enterprises as the Zenica ironworks and the "Prvomajska" Plant have not paid sufficient attention to such measures for decreasing labor turnover.

The management of the "Djuro Djakovic" Plant has located and asked for a large The management of the "Djuro Djakovic" Plant has located and asked for a large number of skilled workers from local and republic agencies but has not received them. Such heavy industrial enterprises as 'Rade Kencar," "Jedinstve," and Twomica Parnin Kotlova (Steam Beiler Factory) in Zagreb, and the Twomica Vagona (Railroad Car Factory) in Kraljevo still have not received the workers they need, though local and republic agencies are required to supply them. In Zemun, for example, there are more than 100 skilled workers, mostly metal workers, employed in the "Ivan Milutinsvic" Textile Factory, in the "Sava" Knitting Mill, in the "Kombinat," and in other enterprises who are needed in the "Zmaj" Farm Machinery Factory. Similar conditions exist in some smaller towns and villages, so for example, in Osijek conditions exist in some smaller towns and villages, et, for example, in Osijek Srez.

In many heavy industrial enterprises, recruiting activity is insufficient. However, the greatest need is not to recruit more workers but to retain the old ones, as a permanent labor force and develop their capacity, rather than to lose them to the farme.

The federal government will finance more than four times as much construction of housing, recreational, and vacation projects this year as in 1948. Such projwots are elemental in establishing a permanent labor force. In some particularly important branches of industry, such as the firsproof materials and farm machinery industries, where housing has not been built in the past, the program will be to especially extensive.

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The Osijek foundry, for example, is mirri of workers because of the tendency in some enterprises, mostly local and republic, to pay higher than legal wages. For this reason the "Zmaj" Farm Machinery Factory has lost a large number of the skilled workers it trained in its own classes.

The Smede eve ironworks proved last year that, through proper organization, discipline, rationalization, and rechanization of labor, it could cut its manpower requirements by 6 percent.

LAW I BERALIZES MATERNITY LEAVE -- Borba, No 93, 19 Apr 49

refederal government has issued an order to protect employed women and sing mothers. In addition to the present extended maternity leave, now totaling 90 days, the order provides that maternity leave not used before confinement may be used afterwards. The annual vacation may now be taken immediately after confinement, to permit mothers to take better care of their infants. Nursing mothers will be excused from work every 3 hours. Mothers who leave their babies in a nursery where they work will be excused for as long as 2 hours. If because of distance more than 2 hours are required, the mothers may work a shortened workday of 4 hours. Nursing mothers are entitled to absences from work for nursing until the child is 6 months old, or with the approval of a qualified state physician until the eighth month.

If there is no one at home to care for the child while the mother is at work, the mother may work a 4 hour day until the child is 3 years old, with the approval of the firm and of the union.

Employed mothers will receive their full monthly pay during maternity leave. Mothers who worked under norms before their maternity leave began are guaranteed the same pay they then received. Mothers who work a 4-hour day will receive 75 percent of the pay they received for an 8-hour day, or 75 percent of their monthly pay.

The new order also provides other benefits for the working mather. It assures material security and optimum infant care, and provides a new incentive for women to work in industry.

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